



Service, Science, Sustainability

Under the leadership of the Commissioner of Public Lands, our work at the Department of Natural Resources (DNR) is done with the public's interest in mind, which means transparency and public knowledge. Our decisions are guided by sound science as we manage state trust lands, native ecosystems and natural resources. We support the vision of a sustainable future by protecting and managing the natural resources so future generations will have them.

DNR manages over 5 million acres of state-owned land that includes forest, range, commercial, agricultural and aquatic lands. We generate revenue that supports public schools, state institutions and county services. But managing lands is only half of our story. We also protect other public resources such as fish, wildlife, water, and provide public access to outdoor recreation. Two of our largest and most important state-wide resource protection responsibilities are fire prevention and suppression, and overseeing forest practices.

The DNR operates with a biennial budget of approximately \$400 million and has over 1300 employees.

We have some of the most talented people in the industry. We honor diversity in the workplace and support one another with respect and trust. We invite you to learn more about our culture, our careers, and why some of the top forestry and natural science professionals have joined Washington DNR by visiting our [DNR website](#).

Executive Natural Resource Policy Specialist

Exempt Position Recruitment #2009-08-5582

SALARY RANGE: \$5,280 – \$6,083 per month

LOCATION: Olympia, WA

CLOSES: August 25, 2009

NOTE: Internal and external applicants welcome to apply

POSITION PROFILE:

The incumbent will serve at the pleasure of the Commissioner of Public Lands, Peter Goldmark. This position supports the Commissioner, Executive Team, and department by providing policy issue identification, analysis, policy proposals, strategic advice, communication, and project coordination.

The policy topics this position is involved with include a range of significant natural resource and environmental issues, especially those of a statewide, cross-program, and/or strategic nature.

Specific policy topics may include strategic direction for the State's forest practices regulatory program; state trust forest land planning and management; biodiversity and ecosystem services; asset management and transactions; and related topics.

Responsibilities include:

- Providing expert and effective issue and policy analysis and evaluation in support of executive decision-making, and/or agency positions on legislative and other external proposals.
- Effectively communicating internally and externally on assigned issue areas with diverse staff, stakeholders and community leaders.
- Providing advice to agency decision-makers on a wide variety of other policy and management proposals.
- Anticipating and identify emerging strategic issues.
- Leading or coordinating specific priority projects or initiatives.

REQUIRED QUALIFICATIONS

Key knowledge and skill in the following:

- Current environmental and natural resource policy and management issues likely to be important in Washington State and the Pacific Northwest.
- The general nature of environmental and natural resource laws at the federal and state level.
- Research, analysis and critical thinking skills and methods, including creativity and innovation where appropriate.

EMPLOYEE BENEFITS

The state of Washington offers a comprehensive benefits package including:

- [Medical](#), [dental](#), [life](#) and [long-term disability](#) insurance.
- Optional [long-term care](#), and [auto/home](#) insurance.
- Optional [medical flexible spending account](#).
- Vacation, sick, military, and civil leave.
- Eleven paid holidays per year.
- A state [retirement plan](#).
- Optional credit unions and savings bonds.

Optional [Deferred Compensation](#) and [Dependent Care Assistance](#) programs

Join our job announcement mailing list and view all current job opportunities. Visit: [DNR Jobs](#)

This announcement is published by the Washington State Department of Natural Resources (DNR). The DNR is an equal opportunity employer. Women, racial, and ethnic minorities, persons of disability, and disabled and Vietnam-era veterans are encouraged to apply. Persons with a disability who need assistance during the screening process, or those needing this announcement in an alternative format may contact DNR's ADA Coordinator at (360) 902-1150. DNR may be contacted using the Washington State Telecommunications Relay Service (TTY) by dialing 711.

- Exceptional inter-personal and communication skills in multiple media.
- Excellent awareness of and sensitivity to a broad range of stakeholder concerns related to environment and natural resource policy issues.
- Demonstrated leadership and collaboration capabilities, including the ability to listen, understand, facilitate and work skillfully and persuasively in teams without direct authority.
- Strong motivation and initiative taking to manage assigned work, seek opportunities to support colleagues, and understand when to seek guidance.
- Knowledge of basic methods and issues of program policy development and implementation.
- Independently apply broad direction to specific circumstances.

This level of knowledge and skill is **typically** achieved after:

- A Bachelor's degree or greater in natural resources, environmental, or public policy field;
- Significant experience as a policy analyst or consultant in a natural resource or environmental field;
- A successful record of achievement in supporting effective public decision-making by senior agency or elected officials or boards;
- Experience leading or collaborating in diverse project teams.

PREFERRED QUALIFICATIONS

- An appropriate advanced degree.
- Five years or more applicable experience.
- A network of professional contacts appropriate to this position.
- Specific knowledge of Washington State's Forest Practices regulatory environment, state trust land management, and/or Washington State's Biodiversity plan.

WORKING CONDITIONS:

Position requires travel (20%) for meetings, trainings, and/or visits to region offices and work centers in remote locations throughout the state and out of state

WHO MAY APPLY

This recruitment is open to anyone that meets the required qualifications for this position.

APPLICATION PROCESS

To be considered for this position, please submit:

- A letter of interest describing how your experience and qualifications relate to the position profile, required and desired position qualifications, and special position requirements. Please indicate in your letter of interest how you learned of this opportunity.
- A completed Resume
- An online **voluntary** [Applicant Profile Questionnaire](#). *(This form is not required and is submitted online. Please do **not** print out and send in with application materials).*

The first screening will be based on information contained in your candidate materials.

A detailed position description is available upon request.

Submit all materials by the closing date to:

	Electronic method preferred	OR other method
	dnrrecruiting@dnr.wa.gov	Debra Chamberlin Department of Natural Resources PO BOX 47033 Olympia, WA 98504-7033
	<div>NOTE: Please indicate “NR Policy Specialist Recruitment #2009-07-5582” in the subject line of your e-mail.</div> <div>By submitting the application materials you are indicating that all information is true and correct to the best of your knowledge. You understand that the state may verify information and that untruthful or misleading information is cause for removal from applicant pool or dismissal if employed.</div> <div>Questions? Please contact Debra Chamberlin, HR Consultant at 360-902-1228 or Roberta Searles, HR Consultant at 360-902-1350 or e-mail us at DNRrecruiting@dnr.wa.gov.</div>	